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ABSTRACT

The U.S. Department of Education has collected data on full-time instructional faculty at institutions of higher education since 1968. This report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts at postsecondary education institutions. The data were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1989-90, 1990-91, 1991-92, 1992-93, 1993-94, and 1994-995. Salary data were requested from 3,767 postsecondary institutions in 1994 for an overall response rate of almost 92 percent. The report presents information on the following: the number of full-time instructional faculty on 9- or 10-month contracts; average salaries; a comparison of average schools across different academic ranks and across the years 1989-90 through 1994-95; average salaries by academic ranks and sex for the same year; and academic salaries by institutional control, academic rank, and state. The average salary for all ranks of full-time instructional faculty was $47,800, which varied by rank. In 1994-95, the salary increases for all ranks outpaced inflation except for the salaries of lecturers and those with no academic rank. In 1994-95, average salaries for male full-time instructional faculty were approximately $10,000 higher (24 percent) than the average salaries for female full-time instructional faculty. However, when rank was considered, men's and women's average salaries were somewhat more comparable. Average salaries also varied by institutional control and level and by state. Eleven tables are included. Appendices contain descriptions of the survey and the survey methodology. (LMI)

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Salaries of Full-Time Instructional Faculty 1994–95

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U.S. Department of Education
Office of Educational Research and Improvement NCES 96-855

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Highlights

The U.S. Department of Education has collected data on full-time instructional faculty since 1968. From 1968 to 1985 these data were collected as part of the Higher Education General Information Surveys (HEGIS); from 1986 to the present they have been collected through the Integrated Postsecondary Education Data System (IPEDS). Although IPEDS encompasses the entire spectrum of postsecondary education institutions, data on the number, salaries, tenure, and fringe benefits of full-time instructional salary are collected only from those institutions that are accredited at the college level by an agency recognized by the Secretary of Education, that is, those institutions that originally comprised the HEGIS universe. This report presents the results of analyses of data on salaries of full-time instructional faculty on 9- and 10-month contracts although data were also collected on the number and salaries of full-time instructional faculty on 11- and 12-month contracts and other contract schedules as well. The data were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1989-90, 1990-91, 1991-92, 1992-93, 1993-94, and 1994-95.

In the fall of the 1994-95 school year, the total number of full-time instructional faculty on 9- or 10-month contracts was 384,960 (table 11), representing 86.1 percent of the total full-time instructional faculty in higher education institutions. Of these the percentage distribution by rank remained the same as in 1993-94, 31 percent held the rank of full professor, about 24 percent were associate professors, another 23 percent were assistant professors, and the remaining (22 percent) were split among instructors (6 percent), lecturers (2 percent), or were employed in schools with no academic rank (14 percent).

The average salary for all ranks of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education was $47,800 (table 3) in 1994-95. This varied by rank, however, from a high of $62,700 for full professors to a low of $29,700 for instructors.

Table 1 compares the average salaries of full-time instructional faculty among faculty of different ranks and across the years 1989-90 through 1994-95. Salaries for all ranks in constant 1994-95 dollars indicate how salaries kept pace with inflation over this 6-year time period. In 1994-95, the salary increases for all ranks outpaced inflation except for the salaries of lecturers and those in schools with no academic rank. Between 1991-92 and 1992-93 salary increases generally did not keep pace with inflation, but between 1992-93 and 1993-94 salaries for all ranks but instructors outpaced inflation. In constant 1994-95 dollars, lecturers were making less in 1994-95, on the average, than they were in 1989-90 ($33,198 vs $34,340). Lecturers and instructional faculty in schools with no academic rank were making slightly more in 1993-94 than in 1994-95.

In 1994-95, average salaries for male full-time instructional faculty were approximately $10,000 higher (24%) than the average salaries for full-time instructional faculty who were women (tables 2 and 3). This situation has not changed much since 1989-90. However, when rank is considered, men's and women's average salaries were somewhat more comparable. For example, among full professors men earned about 13 percent more than women in 1994-95; among associate and assistant professors, and instructors men earned about 6 to 7 percent more than women.

In addition to variations in average salary due to rank and gender, average salaries also varied by institutional control and level and by state. The average salary for all ranks combined in 1994-95 at private institutions was about 3 percent higher than those at public institutions. However, in comparisons among ranks, only the average salaries for full professors and lecturers were higher in private institutions than in public institutions (7 percent higher and 11 percent higher, respectively, tables 5 and 6).

Average salaries in 1994-95 for all ranks combined in 4-year institutions were 19 percent higher than salaries in 2-year institutions (tables 7 and 8). The higher average salaries in 4-year institutions were for those faculty with

any professorial rank: full, assistant or associate. Full-time instructional faculty designated as instructors or lecturers, or faculty in schools with no academic rank had higher average salaries in 2-year than in 4-year institutions. In fact, the average salary of full-time instructional faculty in schools with no academic rank was 18 percent higher in 2-year than in 4-year institutions (tables 7 and 8). It is, perhaps, worth noting in table 8 that in several states, (e.g. Arizona, Delaware, Maine) there are no 2-year higher education institutions that have ranked full-time instructional faculty.

Average salaries for all ranks combined vary considerably by state ranging from a high of $59,200 in New Jersey to a low of $35,213 in North Dakota (table 4). Connecticut ($56,559), California ($55,293), Massachusetts ($55,110) were among the states with the highest average salaries. South Dakota ($35,269), Montana ($36,728), Mississippi ($37,250), Arkansas ($37,655), and West Virginia ($37,812) were among the states with the lowest average salaries.

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Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1989-90 through 1994-95

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
					Constant 1994-95 dollars							
1989-90	62,556	1/	46,662	1/	38,722	1/	29,649	1/	34,340	1/	40,936	1/
1990-91	62,379	-0.3	46,513	-0.3	38,675	-0.1	29,574	-0.3	33,804	-1.6	40,832	-0.3
1991-92	62,503	0.2	46,718	0.4	38,901	0.6	33,645	13.8	33,144	-2.0	41,119	0.7
1992-93	62,041	-0.7	46,376	-0.7	38,650	-0.6	30,077	-10.6	32,217	-2.8	39,860	-3.1
1993-94	62,387	0.6	46,575	0.4	38,709	0.2	29,654	-1.4	33,667	4.5	41,747	4.7
1994-95	62,709	0.5	46,713	0.3	38,756	0.1	29,665	0.0	33,198	-1.4	41,227	-1.2
					Current dollars							
1989-90	52,810	1/	39,932	1/	32,689	1/	25,030	1/	28,990	1/	34,559	1/
1990-91	55,540	5.2	41,414	3.7	34,434	5.3	26,332	5.2	30,097	3.8	36,395	5.3
1991-92	57,433	3.4	42,929	3.7	35,745	3.8	30,916	17.4	30,456	1.2	37,783	3.8
1992-93	58,789	2.4	43,945	2.4	36,625	2.5	28,501	-7.8	30,529	0.2	37,771	-0.0
1993-94	60,649	3.2	45,278	3.0	37,630	2.7	28,828	1.1	32,729	7.2	40,584	7.4
1994-95	62,709	3.4	46,713	3.2	38,756	3.0	29,665	2.9	33,198	1.4	41,227	1.6

1/Not computed.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, 1992-93, 1993-94 and 1994-95 surveys.

Table 2.--Average salaries in constant 1994-95 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1989-90 through 1994-95

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1989-90							
Total	47,539	62,556	46,662	38,722	29,649	34,339	40,935
Men	50,655	63,551	47,537	40,015	30,718	36,913	42,620
Women	40,491	56,459	44,383	36,827	28,808	31,977	38,531
1990-91							
Total	47,357	62,379	46,514	38,674	29,575	33,803	40,877
Men	50,614	63,513	47,440	40,024	30,761	36,994	42,720
Women	40,300	55,852	44,172	36,754	28,678	31,573	38,388
1991-92							
Total	47,722	62,503	46,718	38,900	33,645	33,144	41,118
Men	50,983	63,657	47,682	40,232	36,304	35,742	42,902
Women	40,847	56,178	44,365	37,070	31,422	31,070	38,766
1992-93							
Total	47,187	62,040	46,375	38,650	30,076	32,232	39,860
Men	50,513	63,289	47,336	39,935	31,219	34,310	41,542
Women	40,508	55,673	44,176	36,970	29,233	30,522	37,771
1993-94							
Total	47,693	62,387	46,576	38,709	29,654	33,667	41,747
Men	51,000	63,630	47,554	39,906	30,670	35,793	43,462
Women	41,206	56,315	44,416	37,206	28,942	31,938	39,577
1994-95							
Total	47,811	62,709	46,713	38,756	29,665	33,198	41,227
Men	51,228	64,046	47,705	39,923	30,528	35,082	43,103
Women	41,369	56,555	44,626	37,352	29,072	31,677	38,967

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, 1993-94, and 1994-95 surveys.

Table 3.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1989-90 through 1994-95

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1989-90							
Total	40,133	52,810	39,392	32,689	25,030	28,990	34,559
Men	42,763	53,650	40,131	33,781	25,933	31,162	35,980
Women	34,183	47,663	37,469	31,090	24,320	26,995	32,528
1990-91							
Total	42,165	55,540	41,414	34,434	26,332	30,097	36,395
Men	45,065	56,549	42,239	35,638	27,388	32,938	38,036
Women	35,881	49,728	39,329	32,724	25,534	28,111	34,179
1991-92							
Total	43,851	57,433	42,929	35,745	30,916	30,456	37,783
Men	46,848	58,494	43,814	36,969	33,359	32,843	39,422
Women	37,534	51,621	40,766	34,063	28,873	28,550	35,622
1992-93							
Total	44,714	56,789	43,945	36,625	28,501	30,529	37,771
Men	47,866	59,972	44,855	37,842	29,583	32,512	39,365
Women	38,385	52,755	41,861	35,032	27,700	28,922	35,792
1993-94							
Total	46,364	60,649	45,278	37,630	28,828	32,729	40,584
Men	49,579	61,857	46,239	38,794	29,815	34,796	42,251
Women	40,058	54,746	43,178	36,169	28,136	31,048	38,474
1994-95							
Total	47,811	62,709	46,713	38,756	29,665	33,198	41,227
Men	51,228	64,046	47,705	39,923	30,528	35,082	43,103
Women	41,369	56,555	44,626	37,352	29,072	31,677	38,967

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1989-90, 1990-91, 1991-92, 1992-93, 1993-94, and 1994-95 surveys.

Table 4.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$47,811	$62,709	$46,713	$38,756	$29,665	$33,198	$41,227
Alabama	40,576	54,810	42,705	36,005	27,879	28,039	37,103
Alaska	49,023	61,798	52,395	41,952	35,093	---	37,052
Arizona	48,863	64,668	48,276	40,656	25,412	33,955	43,414
Arkansas	37,655	49,415	40,355	34,510	25,866	16,634	30,285
California	55,293	68,023	51,114	42,526	37,477	39,395	50,107
Colorado	46,350	59,606	45,842	39,180	28,901	28,765	33,154
Connecticut	56,559	71,916	51,994	42,386	33,716	40,435	20,610
Delaware	52,773	72,356	54,129	41,832	32,037	39,470	41,883
District of Columbia	54,560	71,938	50,976	41,426	32,600	33,402	33,026
Florida	43,078	55,000	42,984	37,525	30,607	29,001	35,933
Georgia	42,852	57,429	44,003	36,541	27,845	30,236	30,128
Hawaii	51,978	65,899	51,811	44,578	37,053	---	---
Idaho	40,248	48,173	40,330	36,344	28,632	---	37,801
Illinois	49,511	65,653	47,383	39,862	28,074	26,739	46,569
Indiana	45,395	60,606	44,902	37,817	26,584	30,607	30,781
Iowa	44,571	59,581	44,700	37,514	29,349	37,028	34,754
Kansas	40,538	53,746	40,751	34,930	30,450	28,276	34,925
Kentucky	40,463	52,298	39,783	34,078	27,010	26,573	27,873
Louisiana	39,725	53,555	41,133	34,579	25,834	27,651	28,263
Maine	41,499	55,663	42,467	34,882	27,844	33,821	32,400
Maryland	48,177	61,818	46,739	38,873	31,241	30,497	42,777
Massachusetts	55,110	68,089	50,035	42,381	31,568	42,251	34,036
Michigan	50,804	62,611	48,570	40,956	31,990	31,170	50,039
Minnesota	46,147	58,330	44,579	37,062	28,649	28,387	42,786
Mississippi	37,250	50,661	40,362	36,004	27,458	22,272	33,305
Missouri	43,280	56,641	43,647	37,141	28,702	25,448	32,795
Montana	36,728	45,552	37,173	32,514	25,695	23,104	29,182
Nebraska	42,293	57,000	44,026	36,533	28,128	25,617	32,209
Nevada	46,820	56,796	49,055	40,293	37,008	31,489	42,520
New Hampshire	47,424	58,814	44,723	37,092	29,625	28,177	23,484
New Jersey	59,200	77,553	57,712	45,269	33,733	37,297	43,974
New Mexico	41,898	54,926	43,442	35,963	28,828	31,600	32,675
New York	53,916	69,775	51,955	41,931	32,067	39,699	21,450
North Carolina	44,472	60,726	44,983	37,808	29,136	30,854	31,880
North Dakota	35,213	45,935	37,242	34,241	29,164	24,162	23,001
Ohio	47,166	61,538	46,184	37,785	29,836	26,910	34,721
Oklahoma	39,686	50,712	41,970	36,231	28,607	22,560	31,868
Oregon	42,639	54,399	42,397	36,190	28,545	25,090	40,251
Pennsylvania	52,303	68,050	50,981	41,509	32,444	30,940	32,169
Rhode Island	51,818	64,294	47,970	40,594	28,647	39,038	48,318
South Carolina	39,333	54,677	41,822	34,816	26,927	31,635	29,908
South Dakota	35,269	45,658	36,837	32,453	25,673	24,445	23,720
Tennessee	43,721	57,700	42,625	35,786	27,049	26,712	28,671
Texas	43,892	58,806	43,912	37,361	29,387	29,214	39,136
Utah	43,744	57,033	42,702	36,778	29,845	27,604	32,479
Vermont	42,053	55,441	41,496	34,717	30,094	32,447	30,089
Virginia	45,710	59,629	44,725	37,091	28,839	32,472	23,527
Washington	44,107	58,898	44,349	38,224	29,819	35,850	37,583
West Virginia	37,812	47,536	37,952	32,069	25,097	25,216	25,407
Wisconsin	47,633	59,500	45,563	38,444	30,562	32,876	46,079
Wyoming	39,291	54,637	41,908	37,601	25,438	27,997	32,308

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Table 5.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$47,432	$61,366	$46,955	$39,147	$29,877	$32,761	$42,186
Alabama	41,681	57,178	44,326	37,533	28,860	28,448	37,468
Alaska	49,601	62,298	52,676	42,473	35,396	---	37,052
Arizona	49,089	65,443	48,011	41,348	26,180	33,955	43,414
Arkansas	38,262	51,956	41,393	35,506	27,023	16,634	30,285
California	54,875	66,385	50,781	42,650	39,112	40,347	50,477
Colorado	46,290	59,584	45,993	39,303	29,628	26,026	33,154
Connecticut	55,421	67,824	53,546	42,048	33,648	45,002	---
Delaware	52,741	73,614	53,707	42,137	31,389	39,470	41,883
District of Columbia	50,764	59,630	47,628	38,645	35,636	---	---
Florida	42,837	54,111	43,091	38,354	30,683	31,016	35,867
Georgia	42,848	57,328	44,524	36,822	28,176	33,167	34,869
Hawaii	52,545	66,769	52,572	45,080	37,096	---	---
Idaho	40,670	48,320	40,330	36,353	28,632	---	35,272
Illinois	47,960	61,338	46,302	39,306	24,625	26,682	47,384
Indiana	45,140	61,632	45,499	38,345	25,265	30,742	30,799
Iowa	47,658	66,133	48,913	40,752	30,127	---	34,947
Kansas	42,292	56,636	42,911	36,827	31,937	28,731	35,456
Kentucky	42,080	54,553	41,069	34,949	28,118	26,615	41,772
Louisiana	38,105	51,173	39,587	34,123	25,800	18,290	28,263
Maine	40,293	52,848	41,686	34,280	26,532	34,145	32,483
Maryland	47,621	59,917	47,077	39,096	30,722	30,516	22,267
Massachusetts	48,814	54,653	47,125	39,013	31,588	37,901	33,040
Michigan	53,038	65,294	50,743	42,980	34,993	31,012	51,126
Minnesota	47,716	59,693	46,487	39,069	27,119	---	42,981
Mississippi	37,641	52,385	42,188	37,181	28,208	21,373	33,305
Missouri	43,639	55,963	44,931	37,947	29,265	21,880	34,008
Montana	37,436	46,147	37,787	32,994	25,697	23,104	29,390
Nebraska	43,598	58,921	45,645	38,933	27,983	25,573	32,243
Nevada	47,042	56,836	49,287	40,574	37,186	31,391	42,943
New Hampshire	46,402	53,574	45,220	37,144	30,998	28,177	30,980
New Jersey	60,174	78,260	60,173	46,932	34,028	38,856	50,265
New Mexico	42,129	55,546	43,684	36,263	28,828	31,599	29,981
New York	54,817	67,971	52,756	42,504	32,696	41,643	32,379
North Carolina	45,525	62,757	47,220	40,383	35,193	30,631	32,116
North Dakota	36,001	46,444	37,730	34,738	29,389	24,162	25,383
Ohio	48,770	63,752	47,664	39,043	30,251	27,356	36,837
Oklahoma	39,677	49,939	41,857	36,878	29,413	21,787	32,742
Oregon	42,490	54,280	42,988	36,897	28,740	23,004	40,306
Pennsylvania	53,446	68,347	53,295	42,960	33,143	30,099	39,711
Rhode Island	51,032	59,232	46,867	39,157	23,946	---	---
South Carolina	40,182	57,023	43,536	36,753	27,349	32,140	29,895
South Dakota	36,298	46,529	37,786	33,377	25,643	24,970	24,909
Tennessee	44,595	57,631	43,725	36,985	27,498	40,570	28,654
Texas	43,202	58,046	43,501	37,341	29,900	28,914	39,296
Utah	42,037	55,258	40,952	36,103	29,359	29,048	32,678
Vermont	43,336	56,004	42,525	34,001	26,533	31,111	35,912
Virginia	46,557	60,878	45,370	37,970	29,325	34,330	22,796
Washington	44,044	59,842	44,866	39,039	27,554	36,637	37,679
West Virginia	38,644	48,355	38,359	32,636	25,135	25,263	---
Wisconsin	48,955	61,125	46,308	40,568	34,076	32,884	46,143
Wyoming	39,291	54,637	41,908	37,601	25,438	27,997	32,308

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

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Table 6.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$43,741	$65,633	$46,228	$38,025	$29,089	$34,597	$30,095
Alabama	34,517	45,677	35,456	30,448	23,632	21,492	17,677
Alaska	37,514	43,902	44,831	34,143	32,524	---	---
Arizona	42,552	47,370	52,471	29,441	22,903	---	---
Arkansas	34,907	42,414	36,160	30,352	19,495	---	---
California	57,006	73,581	51,761	42,315	35,200	35,496	35,279
Colorado	46,757	59,748	45,038	38,530	24,200	32,416	---
Connecticut	57,914	76,826	50,070	42,761	33,909	37,172	20,610
Delaware	53,041	62,256	56,355	39,203	38,381	---	---
District of Columbia	55,078	74,136	51,409	41,788	32,487	33,402	33,026
Florida	44,045	58,501	42,675	35,456	28,853	28,020	38,567
Georgia	42,861	57,659	42,471	35,626	26,354	28,360	28,081
Hawaii	45,581	54,179	45,446	40,613	35,595	---	---
Idaho	38,655	30,559	---	33,000	---	---	38,755
Illinois	52,289	70,843	48,637	40,437	31,594	27,084	36,363
Indiana	45,953	58,714	43,818	36,767	29,667	28,621	27,898
Iowa	39,299	49,196	38,697	33,959	28,199	37,028	31,067
Kansas	29,763	35,110	31,183	27,462	23,394	21,900	23,871
Kentucky	34,652	43,475	34,831	30,813	24,536	22,500	27,306
Louisiana	47,775	63,061	46,598	37,117	26,492	33,139	---
Maine	44,756	62,332	45,123	35,672	33,395	31,333	31,755
Maryland	50,292	69,387	45,130	37,984	34,326	30,381	43,963
Massachusetts	58,669	78,443	51,459	43,620	31,552	43,492	34,311
Michigan	39,929	49,027	39,595	34,868	26,917	40,579	31,538
Minnesota	42,366	54,855	41,997	34,861	29,834	28,387	30,179
Mississippi	34,340	43,465	34,202	30,691	23,449	30,364	---
Missouri	42,579	57,915	41,120	35,773	27,384	28,783	28,622
Montana	31,986	38,622	34,016	29,073	25,676	---	28,366
Nebraska	38,278	50,347	40,060	32,021	28,447	26,615	17,646
Nevada	29,877	41,910	35,685	25,166	26,887	40,000	21,658
New Hampshire	48,747	66,783	43,934	37,049	28,393	---	22,548
New Jersey	56,822	76,138	50,354	41,000	32,525	35,238	38,901
New Mexico	37,362	35,229	35,598	28,858	---	31,688	43,344
New York	52,960	71,835	51,106	41,349	31,230	35,984	21,431
North Carolina	42,053	56,766	40,542	33,700	26,291	33,446	25,217
North Dakota	29,413	39,746	33,463	30,245	26,812	---	20,120
Ohio	43,484	56,526	42,421	35,362	28,910	24,204	13,488
Oklahoma	39,723	53,806	42,303	33,449	24,585	29,000	26,215
Oregon	43,193	54,656	41,096	34,987	27,732	27,988	25,298
Pennsylvania	50,920	67,684	48,291	39,889	31,060	33,096	27,782
Rhode Island	52,440	70,527	48,844	41,572	28,961	39,038	48,318
South Carolina	35,696	46,147	36,105	30,180	25,069	23,187	30,450
South Dakota	31,386	40,943	33,823	29,077	25,825	23,920	22,055
Tennessee	41,730	57,861	39,793	33,340	25,725	23,490	28,672
Texas	46,952	61,138	45,294	37,432	26,677	30,741	23,644
Utah	47,542	60,486	45,988	38,263	32,628	21,302	31,855
Vermont	40,804	54,825	40,165	35,429	30,806	41,130	29,447
Virginia	42,797	55,538	42,235	34,423	26,428	28,644	23,966
Washington	44,353	56,015	43,474	36,952	31,619	27,583	18,884
West Virginia	33,101	41,156	35,300	29,571	24,899	23,566	25,407
Wisconsin	41,455	51,507	43,468	34,446	27,768	31,789	37,460
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education National Center Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$49,608	$64,027	$47,141	$39,048	$29,193	$33,104	$35,324
Alabama	41,672	54,810	42,705	36,007	27,496	28,039	14,105
Alaska	48,971	61,835	52,381	41,876	35,093	---	37,052
Arizona	51,413	64,668	48,276	40,656	25,412	33,955	26,471
Arkansas	39,224	49,433	40,461	34,845	26,842	16,634	28,232
California	58,037	68,648	51,164	42,492	34,482	39,395	36,499
Colorado	48,771	60,289	46,307	39,394	29,257	28,765	33,321
Connecticut	58,583	74,646	52,691	42,909	34,449	40,549	40,000
Delaware	54,482	72,356	54,129	41,832	32,037	39,470	---
District of Columbia	54,560	71,938	50,976	41,426	32,600	33,402	33,026
Florida	47,144	59,809	43,939	38,603	30,034	29,364	39,308
Georgia	44,423	58,360	44,727	37,323	27,578	30,236	25,009
Hawaii	55,992	70,046	52,860	45,810	35,754	---	---
Idaho	41,005	48,478	40,544	36,545	28,899	---	33,684
Illinois	50,346	65,666	47,403	39,898	28,128	26,739	37,898
Indiana	46,835	61,451	45,204	38,038	26,412	30,607	36,500
Iowa	46,930	60,897	45,214	37,864	29,108	37,028	29,655
Kansas	42,422	54,217	40,837	34,954	26,406	26,836	22,236
Kentucky	42,260	53,598	41,654	35,523	26,848	26,573	27,896
Louisiana	40,638	54,008	41,640	34,916	25,810	27,651	23,904
Maine	43,228	55,663	42,467	34,882	27,844	33,821	35,043
Maryland	49,723	66,216	47,797	40,078	31,547	30,592	42,777
Massachusetts	57,289	73,054	51,034	43,112	32,008	42,251	34,310
Michigan	50,931	63,371	48,729	40,832	31,616	31,170	32,989
Minnesota	47,530	59,227	44,579	37,131	28,654	28,387	23,671
Mississippi	40,011	50,974	40,576	36,144	27,711	22,272	---
Missouri	44,358	57,459	43,714	37,262	28,304	25,675	28,796
Montana	37,656	45,577	37,173	32,514	25,695	23,104	26,902
Nebraska	44,024	57,000	44,046	36,550	28,289	25,617	17,913
Nevada	48,710	64,006	49,055	40,293	39,629	31,489	---
New Hampshire	49,347	63,519	46,052	37,759	30,742	28,177	30,980
New Jersey	61,720	80,062	58,499	45,586	33,356	38,771	49,332
New Mexico	45,060	57,702	44,180	36,634	25,338	31,600	41,727
New York	56,122	71,742	52,551	42,268	32,791	39,299	38,183
North Carolina	46,140	61,068	45,212	37,969	29,505	30,854	34,413
North Dakota	36,417	46,067	38,313	34,442	29,265	24,164	20,802
Ohio	48,708	62,811	46,475	38,143	29,751	27,955	12,213
Oklahoma	41,372	53,085	42,199	35,957	28,253	22,560	25,814
Oregon	44,082	54,786	42,458	36,242	28,263	25,090	27,145
Pennsylvania	53,165	70,074	51,564	41,697	32,784	30,811	37,809
Rhode Island	53,059	67,009	48,737	41,819	28,961	39,038	48,318
South Carolina	42,560	54,958	41,992	34,895	25,780	31,635	31,904
South Dakota	35,287	45,658	36,837	32,453	25,642	24,445	23,720
Tennessee	45,646	58,404	43,926	36,467	26,623	26,712	26,535
Texas	46,128	60,721	44,344	37,639	28,295	29,258	26,471
Utah	45,660	57,910	43,350	37,435	30,528	27,629	31,763
Vermont	42,540	55,441	41,496	34,717	30,094	32,447	32,707
Virginia	47,956	61,967	46,308	37,975	28,661	32,472	33,963
Washington	47,612	58,898	44,349	38,224	29,819	35,850	39,279
West Virginia	38,311	47,940	38,369	32,308	25,500	26,231	25,385
Wisconsin	48,644	59,777	45,949	38,686	30,697	32,939	37,480
Wyoming	46,418	57,025	44,608	40,052	38,238	27,997	---

---Data not applicable.

SOURCE U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$41,523	$50,412	$42,531	$36,080	$30,815	$35,298	$41,635
Alabama	37,316	---	---	35,873	36,929	---	37,339
Alaska	53,813	59,573	53,967	47,949	---	---	---
Arizona	43,935	---	---	---	---	---	43,935
Arkansas	29,080	35,149	32,606	28,633	18,748	---	30,368
California	50,450	54,319	50,294	43,379	43,895	---	50,478
Colorado	33,320	39,488	34,434	30,654	26,293	---	33,144
Connecticut	44,914	55,186	45,682	39,191	33,195	33,701	20,004
Delaware	41,883	---	---	---	---	---	41,883
District of Columbia	---	---	---	---	---	---	---
Florida	36,443	42,100	37,901	33,061	30,964	19,109	35,853
Georgia	33,633	42,371	38,002	32,510	28,421	---	30,926
Hawaii	44,501	54,353	48,278	42,031	37,640	---	---
Idaho	38,139	39,298	35,707	33,525	27,421	---	38,913
Illinois	47,015	31,800	28,516	26,901	24,422	---	47,133
Indiana	33,508	44,862	37,071	32,696	28,819	---	30,772
Iowa	34,617	38,328	33,788	30,712	30,612	---	34,918
Kansas	35,527	37,008	35,532	33,228	41,362	*	35,115
Kentucky	32,011	41,955	32,682	27,354	27,313	---	26,739
Louisiana	30,406	39,312	34,793	30,173	25,941	---	28,424
Maine	32,254	---	---	---	---	---	32,254
Maryland	44,140	52,366	44,057	35,654	30,561	27,014	---
Massachusetts	39,421	43,422	35,829	32,801	30,564	---	33,524
Michigan	50,316	51,242	44,813	45,162	34,324	---	51,066
Minnesota	42,467	38,266	---	34,538	28,399	---	42,877
Mississippi	33,139	36,096	32,533	29,109	23,941	---	33,305
Missouri	37,596	49,301	42,969	35,341	30,456	18,935	33,409
Montana	29,537	34,457	---	---	---	---	29,507
Nebraska	32,167	---	29,522	29,398	19,461	---	32,275
Nevada	41,680	42,775	---	---	36,865	---	42,520
New Hampshire	33,449	37,465	30,818	26,722	24,597	---	22,548
New Jersey	50,321	64,485	54,918	44,150	33,973	27,229	26,251
New Mexico	31,153	32,640	35,961	31,751	29,818	---	29,912
New York	45,513	61,495	48,755	40,378	31,409	42,019	12,805
North Carolina	30,344	35,353	29,637	26,856	22,577	---	30,454
North Dakota	30,404	35,624	34,088	32,723	28,992	24,003	23,745
Ohio	39,397	50,328	44,059	36,037	29,983	26,231	35,598
Oklahoma	33,234	32,662	30,325	38,097	30,052	---	32,445
Oregon	40,213	43,283	40,871	34,974	30,863	---	40,364
Pennsylvania	44,825	53,046	45,247	39,200	30,108	33,000	31,333
Rhode Island	41,758	49,034	36,863	31,647	23,946	---	---
South Carolina	30,334	44,316	35,942	31,195	29,228	---	29,901
South Dakota	27,514	---	---	---	27,514	---	---
Tennessee	34,398	44,039	38,223	32,197	27,667	---	29,991
Texas	38,561	43,896	40,353	35,555	30,835	26,899	39,188
Utah	32,807	40,299	35,850	31,787	28,704	27,507	32,668
Vermont	20,729	---	---	---	---	---	20,729
Virginia	36,567	43,587	38,548	33,915	29,142	---	23,074
Washington	37,453	---	---	---	---	---	37,453
West Virginia	30,090	40,174	30,781	25,985	22,896	18,925	25,447
Wisconsin	45,511	48,453	40,994	33,784	28,683	24,878	46,143
Wyoming	31,622	36,932	34,610	30,942	23,760	---	32,308

---Data not applicable.

* Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Table 9.--Average salaries for male full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$51,228	$64,046	$47,705	$39,923	$30,528	$35,082	$43,103
Alabama	43,455	55,992	43,910	37,360	28,051	30,803	37,926
Alaska	51,628	62,590	52,953	43,414	36,189	---	42,710
Arizona	51,855	65,383	49,321	42,045	26,283	35,472	43,960
Arkansas	40,773	50,307	41,169	35,266	27,118	15,035	31,410
California	58,092	69,370	52,062	43,592	38,504	42,341	51,097
Colorado	49,642	60,852	46,741	40,331	30,521	29,847	33,989
Connecticut	60,276	73,733	53,092	43,421	33,857	40,615	19,035
Delaware	57,394	74,529	54,794	42,622	33,123	43,369	41,764
District of Columbia	58,285	73,442	51,799	42,193	33,780	34,250	32,502
Florida	45,996	57,427	43,845	38,665	31,703	30,338	37,109
Georgia	46,210	58,867	45,054	37,789	27,647	32,670	32,667
Hawaii	55,130	67,658	52,401	44,660	37,593	---	---
Idaho	41,650	48,745	40,861	37,414	29,018	---	38,701
Illinois	52,979	67,007	48,422	41,213	29,514	26,844	48,827
Indiana	49,248	61,763	46,239	39,362	27,142	31,901	31,526
Iowa	48,066	60,986	46,239	38,363	30,419	40,585	36,062
Kansas	43,220	54,428	41,758	36,261	33,246	26,876	36,138
Kentucky	43,474	53,469	41,177	34,753	27,889	27,562	29,420
Louisiana	43,527	54,698	42,043	36,124	26,392	31,138	28,521
Maine	43,957	56,985	43,491	34,919	27,284	38,341	33,094
Maryland	51,801	63,599	47,749	40,472	32,163	30,802	44,353
Massachusetts	59,558	71,425	51,410	44,194	32,158	44,871	34,746
Michigan	53,928	63,729	49,953	42,431	32,063	31,473	51,946
Minnesota	48,654	59,352	45,378	37,818	27,994	29,125	43,935
Mississippi	40,063	51,832	41,285	37,133	27,655	25,432	33,402
Missouri	46,459	57,642	44,463	38,572	29,134	24,982	34,373
Montana	38,613	45,979	37,647	33,280	26,548	23,104	30,254
Nebraska	45,415	58,040	44,888	37,617	28,252	27,119	33,350
Nevada	49,417	59,436	49,818	41,454	37,630	32,125	42,891
New Hampshire	51,275	61,659	46,320	38,649	28,300	29,456	28,040
New Jersey	63,712	79,543	59,473	47,110	34,197	39,018	46,999
New Mexico	45,027	56,829	44,595	36,967	29,138	33,686	34,985
New York	58,077	70,952	52,973	43,170	32,514	41,380	28,629
North Carolina	48,370	62,165	46,011	38,964	29,670	32,687	33,482
North Dakota	37,397	46,447	38,028	35,807	29,845	27,103	23,758
Ohio	50,642	62,977	47,454	38,672	30,837	26,967	35,729
Oklahoma	42,404	52,625	42,877	37,056	30,274	23,572	32,308
Oregon	45,043	54,836	43,296	36,911	29,881	25,015	41,596
Pennsylvania	56,038	69,575	52,192	42,782	33,637	33,938	34,313
Rhode Island	55,518	66,582	50,273	42,214	28,970	35,802	48,927
South Carolina	42,613	55,811	42,663	35,505	27,289	35,118	30,694
South Dakota	37,808	45,825	37,321	33,855	25,698	---	23,840
Tennessee	47,388	58,716	43,778	36,959	27,525	28,041	28,318
Texas	47,183	60,551	44,881	38,272	29,914	30,809	40,335
Utah	46,657	58,106	43,730	38,102	30,742	29,320	33,906
Vermont	45,064	56,513	42,493	35,415	30,454	34,361	31,954
Virginia	49,203	61,481	45,940	38,391	29,490	35,954	24,134
Washington	46,691	59,630	44,879	39,452	30,647	36,787	38,366
West Virginia	40,381	48,376	38,881	33,391	24,850	28,937	25,393
Wisconsin	50,206	60,342	46,239	39,659	30,949	34,985	47,307
Wyoming	42,638	55,683	42,378	38,583	26,763	29,854	33,895

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Table 10.--Average salaries for female full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	$41,369	$56,555	$44,626	$37,352	$29,072	$31,677	$38,967
Alabama	35,884	48,623	39,536	34,223	27,783	25,768	36,264
Alaska	44,730	59,120	51,358	40,136	34,158	---	32,455
Arizona	43,271	59,827	45,764	39,023	25,045	32,336	42,791
Arkansas	32,195	43,761	38,199	33,363	25,267	17,633	29,373
California	49,756	62,529	49,440	41,298	36,560	36,783	48,646
Colorado	39,218	51,824	43,851	37,811	27,420	27,781	32,146
Connecticut	48,828	64,634	49,934	41,100	33,601	40,235	21,295
Delaware	45,380	62,436	52,759	40,858	31,551	34,597	41,953
District of Columbia	47,832	66,327	49,553	40,672	31,847	31,928	34,981
Florida	37,742	46,545	40,877	36,031	29,548	27,901	34,679
Georgia	37,323	51,032	41,842	35,162	27,955	27,126	27,745
Hawaii	46,493	59,513	50,589	44,481	36,632	---	---
Idaho	36,420	44,813	39,031	34,554	28,306	---	34,941
Illinois	42,601	57,913	44,895	37,991	27,244	26,607	43,687
Indiana	37,635	53,611	41,731	35,713	26,304	29,956	30,196
Iowa	37,902	51,647	41,444	36,445	28,487	28,137	33,372
Kansas	35,151	49,017	38,188	33,126	28,343	29,615	33,385
Kentucky	35,559	47,442	37,466	33,351	26,480	26,085	27,229
Louisiana	33,624	47,762	39,072	32,829	25,573	26,126	28,069
Maine	36,879	48,591	40,424	34,849	28,313	27,656	31,052
Maryland	42,304	56,105	45,028	37,266	30,766	30,287	38,468
Massachusetts	46,475	56,998	47,398	40,447	31,163	39,342	33,426
Michigan	44,217	56,551	45,589	39,112	31,936	30,989	47,123
Minnesota	41,360	53,436	43,221	36,218	29,127	27,648	40,966
Mississippi	33,851	45,194	38,093	34,296	27,350	20,166	33,245
Missouri	37,368	51,522	41,750	35,500	28,419	25,662	31,015
Montana	32,391	42,545	35,850	31,469	25,172	---	27,579
Nebraska	35,962	49,684	41,536	35,326	28,044	24,913	30,404
Nevada	41,399	47,038	46,951	38,563	35,732	30,959	42,042
New Hampshire	40,328	48,979	41,986	35,215	29,884	27,112	21,207
New Jersey	51,013	70,499	54,482	43,153	33,421	35,341	39,300
New Mexico	36,219	46,520	40,765	34,853	28,481	30,415	29,824
New York	46,232	65,160	50,035	40,555	31,759	38,284	17,668
North Carolina	37,588	53,408	42,691	36,304	28,780	29,587	30,686
North Dakota	30,973	41,597	35,209	32,043	28,236	21,925	22,228
Ohio	40,241	54,089	43,495	36,739	29,162	26,875	33,713
Oklahoma	34,659	41,804	39,731	35,114	27,416	21,392	31,280
Oregon	38,560	51,630	40,693	35,269	27,702	25,185	38,776
Pennsylvania	44,769	60,989	48,326	39,966	31,649	29,368	28,377
Rhode Island	44,563	55,802	44,333	38,799	28,163	41,132	46,365
South Carolina	33,751	48,319	39,810	33,909	26,661	29,498	29,202
South Dakota	30,667	44,445	35,237	30,721	25,659	24,445	23,640
Tennessee	36,766	51,369	40,410	34,503	26,753	25,433	29,095
Texas	37,869	49,953	41,628	36,167	28,955	27,910	37,800
Utah	36,266	48,178	40,000	34,745	28,941	25,571	29,839
Vermont	36,056	49,222	39,292	33,893	29,891	31,652	27,014
Virginia	38,980	51,018	42,177	35,622	28,354	29,318	23,224
Washington	38,996	54,154	42,968	36,833	29,275	34,663	36,526
West Virginia	33,122	43,489	36,306	30,414	25,245	22,848	25,421
Wisconsin	42,814	54,436	44,019	37,011	30,330	31,419	44,666
Wyoming	33,158	47,447	40,280	36,195	24,358	26,943	30,477

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

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Table 11.--Number of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1994-95

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
50 States and D.C.	384,960	118,944	93,437	89,836	21,353	7,986	53,404
Alabama	6,332	1,209	1,357	1,628	517	51	1,570
Alaska	752	184	223	240	76	0	29
Arizona	5,153	1,305	1,045	775	64	153	1,811
Arkansas	3,238	785	741	854	423	26	409
California	36,082	12,859	5,311	4,546	572	647	12,147
Colorado	5,618	1,919	1,379	1,227	291	63	739
Connecticut	5,451	2,224	1,487	1,385	202	120	33
Delaware	1,253	334	364	279	97	9	170
District of Columbia	3,452	1,254	1,020	868	195	63	52
Florida	12,548	3,734	2,896	2,582	993	113	2,230
Georgia	8,674	2,146	2,454	3,064	843	41	126
Hawaii	1,732	579	393	445	315	0	0
Idaho	1,836	481	362	377	94	0	522
Illinois	18,078	4,902	3,742	3,628	689	319	4,798
Indiana	9,476	2,867	2,509	2,759	434	266	641
Iowa	5,548	1,595	1,312	1,433	399	7	802
Kansas	4,923	1,207	1,102	1,076	270	45	1,223
Kentucky	5,531	1,621	1,693	1,668	401	97	51
Louisiana	6,447	1,687	1,606	2,051	973	46	84
Maine	1,840	438	572	430	68	26	306
Maryland	6,632	2,242	1,843	1,737	403	224	183
Massachusetts	15,127	6,553	4,142	3,271	496	401	264
Michigan	12,717	4,117	3,017	2,549	355	426	2,253
Minnesota	8,212	2,431	1,763	1,637	275	6	2,100
Mississippi	4,310	714	678	855	387	20	1,656
Missouri	7,615	2,194	1,956	2,140	574	89	662
Montana	1,479	442	356	409	79	*	192
Nebraska	2,979	763	707	867	164	47	431
Nevada	1,235	371	293	274	58	88	151
New Hampshire	1,967	731	665	496	55	11	9
New Jersey	8,480	2,967	2,398	2,358	513	188	56
New Mexico	2,353	623	601	640	172	69	248
New York	33,469	12,545	9,225	7,808	1,471	1,284	1,136
North Carolina	10,074	2,782	2,576	2,411	338	504	1,463
North Dakota	1,488	237	438	488	149	81	95
Ohio	15,790	4,955	4,911	4,402	1,103	99	320
Oklahoma	4,640	1,205	933	1,390	509	28	575
Oregon	4,689	1,100	912	786	212	43	1,636
Pennsylvania	20,993	6,923	6,135	6,293	1,266	221	155
Rhode Island	2,567	1,013	681	664	80	28	101
South Carolina	5,762	1,400	1,279	1,211	562	71	1,239
South Dakota	1,294	314	284	456	178	*	60
Tennessee	7,848	2,508	2,222	2,208	802	53	55
Texas	22,871	6,159	4,780	5,046	1,509	1,163	4,214
Utah	3,750	1,184	984	989	323	59	211
Vermont	1,478	442	401	373	36	75	151
Virginia	9,961	3,011	3,299	2,751	775	101	24
Washington	7,368	1,878	1,291	1,152	149	161	2,737
West Virginia	2,684	826	781	795	226	36	20
Wisconsin	10,099	2,740	2,144	1,868	149	257	2,941
Wyoming	1,065	244	174	197	69	58	323

*Number of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1994-95" survey.

Appendix A

Salary Survey Description

Introduction

Salary data were requested from 3,767 postsecondary institutions in 1994. The Salary universe was developed by selecting from the 1993-94 Institutional Characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor's, master's, doctoral, and first-professional degrees. None of the institutions that were sent a salary survey file had responded positively to any of the exclusion questions on the IC form. The survey form was the same for all institutions surveyed[1]. Part A request total salary outlays (in whole dollars), the total number of full-time instructional faculty that were paid those outlays, and the number of those faculty that have tenure, who are on tenure track, and the number not on tenure track. These data were collected by rank (professor, associate professor, assistant professor, instructor, lecturer, and no academic rank) and by gender (men and women), and by length of contract (9/10 - month and 11/12 - month contracts). In addition, data on salary outlays, total number, and tenure status were collected for full-time faculty on contract schedules other than 9/10 and 11/12 months although these data were not collected by rank or by gender.

Fringe benefits data (Part B of the survey form) were collected for those full-time instructional faculty reported in Part A. Fringe benefits expenditures (in whole dollars) and the number of full-time faculty covered, by length of contract (9/10 and 11/12- month contracts), were collected for the following benefits plans:

1. Retirement plans (other than Social Security)
2. Medical/dental plans
3. Group life insurance
4. Other insurance benefits (Cafeteria Plan, etc.)
5. Guaranteed disability income protection
6. Tuition plans (dependents only) restricted/unrestricted
7. Housing plan -- restricted/unrestricted
8. Social Security taxes
9. Unemployment compensation
10. Worker's compensation
11. Other benefits in kind with cash options

[1]The previous years' data were collected and handled in the same manner. See previous years' reports for more detailed information (NCES publications 1989-90 through 1993-94).

Appendix B

Salary Survey Methodology

Overview

The Salary survey is an annual survey which was mailed to 3,767 institutions in 1994-95. 2,329 were sent to 4-year institutions. 1,414 were sent to 2-year institutions. 24 were sent to less-than-2-year institutions.

The salary universe was developed by selecting from the 1993-94 institutional characteristics (IC) Universe I: all accredited higher education institutions (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor's, master's, doctoral, and first-professional degrees. None of the institutions that were sent a salary survey file had responded positively to any of the exclusion questions on the IC form. The exclusions are:

a. All of the instructional faculty are employed on a part-time basis

b. All of the instructional faculty are military personnel

c. All of the instructional faculty contribute their services (e.g., are members of a religious order)

d. All of the instructional faculty teach preclinical or clinical medicine

Salary Data Base Composition

The forms were mailed in July 1994. The survey results were collected from November 15, 1994 through April 15, 1995. During this time period some institutions were added to the universe and other institutions were deleted. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from follow-up telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

The overall response rate was calculated as the ratio of the number of completed questionnaires divided by the number of schools in the final universe. The final universe is derived by subtracting the number of institutions determined to be out-of-scope from the number of surveys mailed and adding in schools new to the universe. A summary of the universe is provided below:

TABLE B-1: SALARIES SURVEY RESPONSE TOTALS

Level	Mailed	Deleted	Final Universe	Responded	Percent Response
Total	3,767	25	3,742	3,434	91.8
4-year	2,329	10	2,319	2,088	90.0
2-year	1,414	9	1,405	1,334	94.9
Less-than-2-year	24	6	18	12	66.7

Data Management

Follow-up for nonresponse was started on January 9, 1995 by telephone and letter. Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If these were within an acceptable range, the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve the discrepancies. Data were also checked for consistency with prior year responses. Data were imputed for total nonresponding institutions.

Imputations

Partially responding Institutions

In 1994-95, the missing data items were resolved during telephone follow-up with the institutions.

Total nonresponding Institutions

Imputation procedures used for nonresponding institutions were as follows:

I. Imputation groups used to impute 1994-95 Salary data.

1. All responding institutions were grouped into IPEDS sectors and BEA Region[2]. If any group had fewer than 20 institutions, it was merged with the adjacent BEA Region.

2. Sectors 1 and 2 (4-year public and private nonprofit institutions) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees;
   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees; and
   (c) all other schools (including schools with no Completions data).

3. Sectors 3, 6, and 9 (4-year, 2-year and less-than-2-year private for-profit institutions), were considered one imputation group.

4. Sectors 4 and 7 (2-year and less-than-2-year public institutions) were considered one imputation group.

5. Sectors 5 and 8 (2-year and less-than-2-year private non-profit institutions) were considered one imputation group.

II. For institutions that responded in 1993-94 and not in 1994-95, the following method was used:

A. A group ratio of 1994 data to 1993 data for salary outlays was calculated for institutions responding in both 1993-94 and 1994-95. For each 1994-95 nonrespondent institution, the group ratio was multiplied by the institution's reported 1993-94 data to get an estimate for 1994-95 salary outlays.

B. For all the reporting schools in each of the identified groups, the ratio or the average number of full-time instructional faculty (9/10, 11/12 and other summed) per full-time-equivalent student (FTE)

[2]Bureau of Economic Analysis.

all of the full-time students plus one third of the part-time students as reported in the IPEDS Fall Enrollment survey.

C. The FTE enrollment for the nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

D. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE of the non-responding institution. This yielded an estimate of the number of full-time instructional faculty for the nonresponding school.

E. To distribute the estimated total number of full-time instructional faculty across the various academic ranks, the total full-time faculty from each school's prior year Salary report was computed. The total full-time faculty equals the sum of rows 15, 30 and 31 in column 4 of the Salary form.

F. Each institution's ratio of total full-time faculty to FTE for the prior year was computed. The prior year faculty to FTE ratio was then multiplied by the current year's FTE to obtain the imputation factor for the current years's total full-time faculty.

G. To compute the imputations for the nonsummary cells in columns 1-3, each cell in columns 1-3 in the institutions prior year Salary report was multiplied by the factor computed in Step F.

H. The imputations were rounded to units and details were added to obtain imputations for the nonsummary cell in column 4 and then for summary cells in columns 1-4.

I. The prior year salary/faculty ratios were multiplied by the corresponding nonsummary faculty imputations in column 4 to obtain interim salary imputations for nonsummary cells. Details were then added to obtain interim salary imputations for summary cells.

J. Final imputations were obtained by multiplying each interim salary imputation computed in Step I by the group ratio of current year average salary to prior year average salary computed in Step A.

III. For nonresponding institutions that reported Salary data in the prior year but are not the Fall enrollment file in either the Current or prior year, the prior year's response was used as final imputed values for columns 1-4 and interim imputes for column 5. To obtain the final imputed values for column 5, the interim figures were multiplied by the group ratio of the current year average salary to prior year average salary.

IV. The imputation method below was used for nonresponding institutions **without** prior year Salary data, but with data on the Fall Enrollment file:

A. Using institutions that reported data for both Salary and Fall Enrollment, the following aggregates were computed:

1. The aggregate FTE on the Fall Enrollment file;

2. The aggregate for each cell of Part A on the Salary survey;

3. The total full-time faculty - men plus women for all contract lengths. (Column 4, rows 15 + 30 + 31).

B. The group average for each cell on the Salary form was computed by dividing the cell aggregate by the number of institutions in the group.

C. The group ratio of aggregate total full-time faculty from Step A-3 was compared to the aggregate full-time-equivalent enrollment from Step A-1.

D. A group mean of total full-time faculty was computed by dividing the aggregate total full-time faculty from Step A-3 by the number of institutions in the group.

E. The FTE for each nonresponding institution was obtained from the Fall Enrollment Survey.

F. The imputation for the total full-time faculty for each nonresponding institution was calculated, by multiplying the group ratio of aggregate total full-time faculty to aggregate full-time-equivalent enrollment (Step C) by each nonreponding institution's FTE (Step E).

G. The ratio of the imputed total full-time faculty in the nonresponding institution from Step F was computed to the group mean total full-time faculty from Step D.

H. The ratio of the imputed total full-time faculty in the nonresponding school to the group mean total full-time faculty was multiplied by the group average for each nonsummary cell in column 1- 3 (Step B) to obtain faculty imputations for the nonresponding institution.

I. The imputations were rounded to units and added to obtain imputations for nonsummary cells in column 4 and then for summary cells in columns 1-4 for the nonresponding institutions.

J. For each nonsummary line group means (Step B), the ratio of salary to faculty was computed.

K. The group mean salary/faculty ratios was multiplied by the corresponding nonsummary faculty imputations in column 4 for the nonresponding school to obtain salary imputations for nonsummary cells. The details were added to obtain salary imputations for summary cells.

V. For totally nonresponding institutions, without prior year Salary data, no Fall Enrollment file, group means were imputed.

VI. Part B was not imputed for any nonresponding institution.

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